120 Pt I

1948-49

File No. 9564/36

B CLASS

P. W. DEPARTMENT

E BRANCH (11)

Subject:— Pay.

Higher starting — granted to Subordinate Govt servants in P.W.D. Review of —

B[K] 1949

V

E

File No. 9564/36 Pt I

Std. Sectt. Slip 24-A

G R., G D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. 9564/36 Pt I

P. W. DEPT.

E BRANCH. (11)

References :—

Date.	To whom sent.	Notes and instructions.

Statement of the Drawing Staff.

Sr. No.	Kind of Posts sanctioned.	G.R. Sanctioning the posts.	Scale of pay (old).	Scale of (Revised).	No. of posts sanctioned.	No. of posts filled.	No. of incumbents given higher starting pay in the scale.	Authority sanctioning higher starting pay for the item as per Col. No. 8.	Remarks
1.	2.	3.	4.	5.	6.	7.	8.	9.	10
I.	Ex.								
			Rs.	Rs.					
1.	Sr. Draftsmen (El. & Mechl.)	G.R., P.W.D., Nos. 7025/36, dt. 28-8-45.	165-8-245	180-10-270	3	3	1	7025/36-E(II) dt. 23-1-47.	
2.	Draftsmen (El.& Mechl).	-do-	125-5/2-190	I.Rs. 100-4-120-5-170, or II.Rs. 110-10-180, according to qualifications.	4	4	1	7025/36-E(II) dt. 14-10-46.	In addition to the 4 cases as per col.8, one case has been submitted to Govt. for their sanction to the higher starting pay in the scale.
3.	Draftsmen (Senior) (Civil).	G.R., P.W.D., Nos: (I) 7025/36, dt.20-8-45. (II) 8331/36, dt.24-3-47. & (III) 7025/36 dt. 21-10-47.	I.Rs.90-5/2-140 II.Rs. 110-10-180, according to qualifications.	I.Rs.100-4-120-5-170, II.110-10-180, according to qualifications.	5	3	1	7025/36/E(II) dt. 14-6-47.	
4.	Asstt. Draftsmen (Civil).	-do-	I.Rs.50-5/2-90, or II.70-5-110, for D.C.Es.	I.70-3-85-4-125, or II.70-5-130 for D.C.Es.	8	2	1	8331/36-E(II) dt. 10-1-1948.	

DJT./- 31/3 Id/- Chief Electricl Commr. with the Govt. of Bombay. Id/-

Lett er

No. E. 127/4934.

Electric Grid Offices,

Foreshore Road,

Bombay 1: 2/4/1948.

To

The Secretary to Government,

Public Works Department,

Bombay.

Subject: Draftsmen and assistant Draftmen

Grant of higher starting pay to -

Reference para 3 of Government Resolution, Public Works Department No. 6717/36(1), dated 16th October 1946, in which Government has been pleased to authorise the appointing authorities to grant at their discretion higher starting pay to temporary and work-charged subordinates, (overseers and surveyors) in the sanctioned scale subject to the limitations laid down therein.

2. For the same reasons as mentioned in the preamble of the Government Resolution, I suggest that the appointing authorities may be authorised to grant higher starting pay to the temporary and workcharged draftmen and assistant draftmen etc., on the basis of previous experience.

It is necessary to appoint experianced personnel especially when the Department is yet in its infancy and experienced personnel cannot be secured unless they are offered higher starting pay in the scale.

3. In this connection, reference is invited to para 3(c) of this office u.o.r. No. Elg. 234/2351, dated 16-5-1946 and para 8 of this office letter No. E. 4 (II)/293, dated 14-1-1947, addressed to Government in the Reconstruction Department, in which they were requested to delegate to me the power to appoint Draftmen and Assistant Draftsmen ~~and Assistant Draftsmen~~ at

a .....

a stage in the sanctioned scale according to qualific-
-ations and experinence.

4. A statement showing the posts of Draftsmen and Assistant Draftsmen sanctioned and the actual appoint-
-ments made, is enclosed,. It will be seen therefrom that of the 12 persons appointed so far, 4 persons have actually been given higher starting pay in the scale under the specific sanctionsx of Government. Thus the appointing authority is not empowered to grant high-
-er starting pay to such staff and individual cases have to be submitted to Government for orders, with the result that the recruitment is delayed and the work suffers.

5. The position is really anomalous due to the fact that while under the Government Resolution referred to above, the appointing authority can appoint the same candidate to the post of an Overseer or Surveyor on a higher starting pay while in case of appointment to the post of Draftsmanx or Assistant Draftsman, no higher starting pay can be offered to him.

6. I shall, therefore, be obliged if you will kindly move Government to approve of my proposal to authorise the appointing authority to grant higher starting pay in the scales sanctioned for Draftsmen and Assistant Draftsmen and Tracers on the basis of qualifications and past experience.

Sd/-

Electrical Commissioner

With the Government of Bombay.

Id/-
31/3/48

Encl. 1.

DJT./-

9564/36
17173

E.B(II). P. W. D.

In G. R., No, 6717/36(I), dated the 16-10-46, the S. E.s etc. were authorised to grant a higher starting pay up to Rs. 200/- and Rs. 130/- to B.E.s and D.C.E.s respectively, appointed as tempy or workcharged overseers for the reasons given in his letter under disposal, the Elec.Commr. with the Govt. of Bombay requests that he should be authorised to grant a higher start-ting pay in sanctioned pay scale to D'men and Asstt. D'men appointed on the tempy and workcharged estabts. In Govt., F. D., Memo. No. 7182/33-B, dated the 15-4-48, F. D. has directed that orders re: grant of higher starting pays should be reviewed and proposal for the continuance or otherwise of all such orders be submitted to that Deptt. In view of this it is for consideration whether the decision on that case may be awaited.

Id/-
30/4/48.

Yes. await.

Id/-
1/5/48

Letter

From - The Superintending Engineer, Deccan Irrigation Circle.

To - The Secretary to the Government of Bombay, Public Works Department, Bombay.

No. 3640 of 1948. Poona 1, 26 April 1948.

Subject:— Higher starting pays to overseers and surveyors.

.....

I have to invite a reference to Government Resolution, Finance Department No. 6567/33-I. dated 15-1-48 revising the pay scales of all types of establishment and to request orders whether the higher starting pays ordered in para 3 of Government Reso-lution, P.W.D. No. 6717/36-I. dated 16-10-46 are still to be continued to be allowed to temporary overseers and surveyors according to qualifications.

Sd/-

Superintending Engineer, D.I.C.

Copy to the Executive Engineer (each in the Circle) for information.

Id/- 26/4.

DJT./-

Original in 9564/36 19907

No. 7182/33-B. Finance Department,
Bombay Castle, 15th April 1948.

Subject:— Orders sanctioning higher starting pays review of ----

Memorandum.

The undersigned presents compliments to the Secretary to the Government of Bombay, Public Works Department, and is directed to state that, from time to time in the past, orders sanctioning limits upto which higher starting pays may be given have been issued by the Administrative Departments in consultation with this Department. These orders were issued with a view to facilitate recruitment of suitably qualified persons to various posts sanctioned either in connection with the post-war reconstruction, re-organisation, and development schemes, or for carrying on the day to day administration of the province at a time when recruitment position was tight and the scales of pay not quite attractive. The position has now changed. There has been a general easement in the recruitment position as a result of various causes such as the polity of progressive de-control pursued by this Government and the influx of quite a large number of refugees into this province. Besides, the revised scales of pay applicable to non-gazetted staff including those paid from contingencies have been announced, and those applicable to gazetted staff (the tenative scales proposed for whom are already known to the Administrative Departments) will be announced shortly. In these circumstances, the need for the higher starting pays may not be the same as it was felt sometime back, and therefore a time has come when all such orders should either be withdrawn ------

drawn or the need for their continuance examined carefully denove. Government has accordingly decided to take up a review of all such orders and the Administrative Departments of the Secretariat are requested to forward to the Finance Department, proposals for the continuance or otherwise of all such orders issued by them after carefully review-ing the position in consultation with Heads of Departments, if necessary. It is also requested that this should be done at an early date.

By order of the Governor of Bombay,

Sd/-

For Under Secretary to the Government of Bombay, Finance Department.

E. B. (I).

So far as this Br. is concerned, the information is nil.

Id/- P.R.V.
11-5-48

3. In order to have a complete picture before Govt. re: de novo examination of the orders regarding grant of higher starting pays it is necy. to have the views of the local officers on the proposal. The draft put up may issue, if approved.

Id/-
22-6-48

Id/-
23-6

9564/36/19907

E.B.(II).

P. W. D.

The F. D. proposes to undertake a review of the orders issued by Govt. in respect of grant of higher starting pays to subordinates up-to ~~exxmkx~~ certain limits in sanctioned scales. It ~~is~~ proposes to examine the question denovo and that Deptt. wants the views of this Deptt. in that connection.

2. As far as could be traced the following orders have been issued by this Deptt. on the grant of higher starting pays to subordinates in this Deptt.

		Authority.
(1)	Grant of higher starting pays to Overseers and Surveyors.	G.R.No. 6717/36, dated the 17-7-44 and the 20-6-45 (as modified from time to time).
(2)	Grant of higher starting pays to Drivers and Mechanicos.	G.L.No. 6717/36-E(II), dated the 8-11-1945, 25-4-1946 and 12-5-1947.
(3)	Grant of higher starting pays to steam road roller drivers.	G.L.No. 6717/36-E(II), dated the 23-4-1946.
(4)	Grant of higher starting pays to Clerks.	G.R.No. 6717/36, dated the 17-7-1944 (as modified from time to time).
(5)	Grant of higher starting pays to Tracers and Computors.	G.R.No. 6717/36, dated the 17-7-1944 (as modified from time to time).
(6)	Grant of higher starting pays to Karkuns.	G.L.No. 6717/36-E(II), dated the 27-4-1945 and 1-3-1946.

Broadly speaking the grant of higher starting pay was made in each case with a view to facilitate recruitment.

3. .....

DJT./-

Letter.

No. 9564/36-E(II). Public Works Department,

Bombay Castle, 24th June 1948.

To

The Superintending Engineers of Circles.
The Electrical Commissioner with the Government of Bombay.
The Electrical Engineer to Government,
The Public Health Engineer to Government.
The Director, Development Department Chawls.
The Architect to Government.

Subject:— Grant of higher starting pays to subordinates in sanctioned scales.

.....

In Government Resolution, Finance Department, No. 6567/33-I, dated the 16th January 1948, Government introduced revised pay scales for various subordinate services. In view of this revision Government considers that the need for grant of higher starting pays to certain categories of establishment may not be the same as was felt some time back and therefore a time has come when all such orders should either be with drawn or the need for their continuance examined fully denovo. So far as the Public Works Department is concerned, higher starting pays were sanctioned by Government in respect of the following establishment :—

(1) Overseers and Surveyors.
(2) Clerks and Karkuns.
(3) Tracers and Computors.
(4) Drivers and Mechanics.

2. You are requested to submit your views in respect of each of the items separately. If in any case you consider that the concession for grant of higher starting .....

starting pays should be continued, you are requested to justify the same fully.

3. If there are any additional items in which the grant of higher starting pay was sanctioned, these cases should also be examined and a report submitted regarding their merits or otherwise.

By order of the Governor of Bombay,

Id/-
25/6/48. O/C

(A. G. Maydeo),

for (Deputy Secretary to the Government
(of Bombay, Public Works Department.

. . . . . .

D. A. - Nil.

Copy to the Finance Department for information with reference to its Memorandum No. 7182/33-B, dated the 15th April 1948.

Letter.

No. E. 84/10527

Electric Grid Offices, Foreshore Road Bombay 1 : 9th June, 1948.

To

The Secretary to Government,
Public Works Department,
Bombay.

Subject :-- Grant of initial pay to Technical Personnel.

I have to refer to Government Resolution ~~Mx~~ on, P.W.D., No. 6717/36(1) dated 16th October 1946 under which Government have been pleased to authorize the heads of offices to fix at their discretion higher starting pay of temporary and work-charged subordinates (Over--seers and Surveyors) in the sanctioned scale subject to to limitations laid down therein and Government Resolu--tion, Political & Services Department, No. 1868/46 dated 5th January 1948, under which the pay of non-Muslim persons from Pakistan, if appointed under this Government is to be regulated according to the pay-Scales of the posts to which they are appointed under this Government as if they have been in the service of this Government from the beginning.

2. There is great demand for qualified and experienced technical personnel of all categories, viz., Overseers, Draftsmen, etc.. Due to paucity of technical personnel it has become very difficult to recruit the technical staff. The position becomes worse when the persons already employed resign their posts having secured jobs on better pay elsewhere; this dislocates the work.

3. I may here state that there are instances in which the applicants called for interview in this office have demanded higher pay on the strength of the

pay .....

pay offered to them by other Departments of the Bombay Government. It is likely that due to the economic principles of demand and supply and in the absence of any definite criteria for the fixation of pay of technical persons, other Departments may be offering the maximum pay permissible in the scale.

4. In the interests of Government work and to maintain uniformity regarding the grant of initial pay to technical persons in Government Departments, it is suggested that Government should lay down a formula to fix the initial pay of technical subordinates after taking into consideration their past service in the Department and elsewhere with the explicit orders that no Department of Government should offer ~~more pay than that no Department of Government should offer~~ more pay than that admissible under the Formula which may be prescribed by Government. This would also tend to regularize the previous cases in which pays have been fixed at different rates due to recruitment of technical staff at different times under different circumstances.

5. So far as this Department is concerned, I have adopted the following standard for the re-fixation of initial pay of Junior Engineers subject of course to maximum limits laid down by Government.

(i) For graduates Rs. 160/- start plus increments corresponding to service in this Department plus increments for experience outside according to estimate of value.

Rs. 10/- extra to candidates possessing Certificate of the Indian Institute of Science, Bangalore, and similarly.

Rs. 10/- to graduates in Civil Engineering by reason of scarcity.

(ii) .....

(ii) For Diploma holders, Rs. 100/- p.m. as starting pay plus increments as for (i) above.

6. Regarding fixation of pay of other technical persons appointed to the posts of Draftsmen, Assistant Draftsmen, Tracers, etc., I may state that for the reasons explained in my letter No.E. 127/4934 dated 2nd April 1948 the appointing authorities may be authorised to grant higher starting pay to Draftsmen etc. in the sanc-tioned scale as requested therein. The initial pay of such subordinates may be fixed as per formula proposed as under :—

"Minimum pay of the sanctioned scale plus increments corresponding to the service in Engineering Government Department plus one increment for every two years of other acce-ptable experience over the minimum, specified for the posts."

7. If formula applicable to all Departments are decided on, the existing members of the technical subor-dinate staff including the drawing office establishment should also get benefit of the proposal and as such, the heads of offices may be authorised to revise and refix their pay accordingly.

8. I shall be obliged if you will be so good at to move Government to kindly issue early orders in the matter.

Id/-

Electrical Commissioner

with the Government of Bombay.

9564/36/30573

E.B.(II).

P.W.Deptt.

An examination of the grant of higher initi-al starting pays is being undertaken by this Deptt. at the instance of the F.D. and a circular letter has been sent to all the local officers under this Deptt., vide letter No. 9564/36, dated the 24th June 1948. The points raised by the El. Commr. with the Govt. of Bombay are, however, discussed in brief in the following paras.

2. Para. 1 of the letter.- The orders issued in G.R. P & S.D.No. 1868/46, dated the 5-1-48 have been further amplified by that Deptt. Cir.Memo. No. 1868/46, dated the 24-5-48. The El. Commr's. attention may be invited to the orders.

3. Paras.2-4.- Office recollects that in the informal meeting arranged between all officers who require the services of the P.W.D.technical subordinates it was agreed that there should be a uniformity in the grant of pays and no officer or Deptt. should offer more pays than is otherwise admissible to a subordinate in P.W.D. It was also agreed that if one subordinate leaves the service in one Deptt./office to join another Deptt./office this should be discouraged. Before the E. Commr's proposal is further considered he may if approved, be requested to site specific instances of the type referred to in para. 4 of his letter under disposal.

4. Para. 5 of the letter.- From portion 'B' a t p. 19 of file No. 6717/36(I), III it will be seen that the fixing higher starting pays was left to the discretion of the local officers, so long as the limits laid down by Govt. are not exceeded. Para. 5 of the letter does not call for remarks.

5. .....

9564/36
30573

5. Para. 6 of the letter.- The El. Commr's suggestion will be considered while consolidating the reports in response to G. L. No. 9564/36, dated the 24-6-48.

In the meantime the El. Commr. may be informed ~~~~ draft put up.

Id/-
26-6-48.

Id/-
27-6-48

9564/36/30573

Letter.

No1 9564/36-E (II) P.W.Deptt.

B.C., 30 June 1948.

To

The El. Commr. with the Govt. of Bombay.

Subject:— Grant of initial higher pays to technl. personnel.

Ref: Your letter No.E. 84/10527, dated the 9-6-48.

2. This should be G.R., P. and S. D., No. 1868/46, dated the 5-1-48 (9564/36/44873) The orders issued in G.L.,P. & S.D. No. 1868/46, dated the 5-6-48 have been modified by that Deptt. Cir. No. 1868/46, dated the 24-5-48 (copy enclosed). You are requested to fix the starting pays of non-Muslim refugees accordingly.

3. You are requested to quote instance where employees of this Deptt. have left the Deptt. to join another Deptt. on higher pays.

4. Govt. has under consideration re-examination of the orders issued by it from time to time on the question of granting higher starting pays to technical subordinates, vide G.L. No. 9564/36-E(II), dated the 24-6-48. The proposals made by you will be considered in due course.

5. Pending the issue of final orders on the subject the existing orders re: grant of higher starting pays to technical subordinates will continue to be in force. By order etc.

D.A. Copy report to.

Copy to —

The S.Es. of Circles.

the El. Engr. to Govt.,

the P.H.E. to Govt.,

the Dir .....

the Dir, D.D. chawla.
the ~~Asstt.~~ Asst to Gover.

for information and guidance with reference to para 5 above.

Id/-
26-6-48

Id/-

Id/-

No. 273 of 1948.

Office of the
Architect to Government,
Public Works Department,
Bombay, 29th June 1948.

To

The Secretary to Government,
P. W. D., Bombay.

Subject:— Grant of higher starting pays to subordinates in sanctioned scales.

Reference :— Government Letter No. 9564/36-E(II), dated the 24th June 1948.

2. I am to state that the temporary establishment employed in this office is as shown below:—

i) Clerks., ii) Draftsmen., iii) Senior Draftsmen. Items (i) & (ii) Clerks and Draftsmen have not been given any higher starting pay nor is higher starting pay admissible to them. Item (iii) Some Senior Draftsmen have been given higher starting pays in the scale of Rs. 250-10-350 under para 2 of G.L. P.W.D. No. 4286/36-E (II), dated the 13th February 1947 but as no revised scale of pay is yet sanctioned to this category of establishment the question of the grant of the higher starting pays to the Senior Draftsmen does not presumably come within the scope of the Government Letter under reply.

3. The other categories of establishment mentioned in the Government Letter are not existing in this office and hence I have no remarks to make regarding the grant of higher starting pays to them.

Id/-
Architect to Government.

No. G./R. -84/6186 Public Works Department

Bombay, 5th July 1948.

To

The Secretary to Government,

Public Works Department,

B o m b a y.

Subject:— Grant of higher starting pays to Subordinates in sanctioned scales.

Reference: Government letter, Public Works Department, No. 9564/36-E(II), dated 24th June 1948.

2. I have examined fully the question as regards the grant of higher starting pays to subordinates on the temporary and work-charged establishment, and my comments as regards its continuance or otherwise in view of the revised pay scales introducdd from the 1st January 1947, are as under:—

1) Overseers and Surveyors. - The need for the continuance to the grant of higher rates of starting pays to this category of establishment still exists, as great difficulty is still experienced in recruiting suitably qualified men partly due to the high cost of living and partly because of the higher rates of pays, which are offered by private and other employers. Incidentally it may also be pointed out here that there is no uniformity in the rates higher starting pays offered to such men by the various engineering organisations of this Government who engage this category of establishment, with the result that very few join this Circle, as the others seem to offer better rates of starting pays to fresh recruits than this Circle does . It is therefore desirable that the higher rates of pay given to fresh men and to experienced men by Government employes should be the same,

and .....

and I may address Government in this connection shortly.

2) Clerks and Karkuns.- In the old scale for Divisional and Sub-divisional Clerks of Rs.25/- or 30-5/2-65, a qualified (matriculate) recruit on the temporary establishment was allowed a higher rate of starting pay up to Rs.50/- per mensem and since the above pay scale has been revised to Rs. 46-3-85-4-105, and a matriculate is allowed a starting pay of Rs. 55/- per mensem there is now no need to grant of higher starting pay to such personnel.

Similarly in the case of Karkuns, whose scale was Rs. 20-2/2-40, a qualified recruit i.e. a matriculate, to the temporary or work-charged establishment, was entitled to ~~xxx~~ higher rate of starting pay at Rs. 40/- per mensem in this scale. But with the revision of the above pay scale to Rs. 46-3-85-4-105, a Karkun start at Rs. 46/- per mensem in this scale- which is more than the starting pay then prevailing, and hence there is no need now to continue the grant of higher ~~xxxx~~ starting pay ~~xxxx xxxxxxxxx~~, ~~xxx~~ to this category of establishment.

3) Tracers and Computors.- In the common pay scale of Rs. 25-2-55-3-70, for both these personnel, which existed prior to its revision from the 1st January 1947, a Tracer or Computor, on the temporary or the work-charged establishment, was allowed a higher starting pay of Rs. 50/- per mensem and with this pay scale now revised to ——— Rs. 46-3-85-4-105, a Tracer or Computor is allowed to start at Rs.46/- per mensem, and hence there is no necessity now for the grant of higher starting pays to this category of establishment.

4) Drivers and Mechanics. - The Drivers referred to are road rollwr drivers. They are ~~x~~allowed a higher starting pay up-to Rs. 100/- per mensem until such time

as .....

as a revised pay scale is introduced for them Even when a revised pay scale is sanctioned for these drivers, the minimum of which will probably be too low to be attractive, it will be difficult to recruit them on the minimum of this scale and hence the higher starting pay allowed now to these drivers will have to be continued as most of these men are employed for the working season only and on the work-charged establishment.

As regards Mechanics, this Circle has none other than those in the M. I. Depot, Bombay. These Mechanics are on the permanent establishment, and hence the question of higher rate of starting pay to this personnel does not arise.

3. There are no additional items in this Circle in which the grant of higher starting pays has been sanctioned by Government.

Id/-

Superintending Engineer, B. C.

DJT./-

Letter. No. IHS/1/1144 of 1948.

Office of the Director, D.D. Chawls,
P. W. D. Secretariat, Fort,
Bombay, 8th July 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Grant of higher starting pays to subordinates in sanctioned scales.

Reference: Government letter P.W.D. No. 9564/36-E (II) dated 24th June 1948.

2. No member of the staff under the Director, D.D. Chawls, has been granted high starting pay in sanctioned scales. I am of opinion that higher starting pay as is understood uptill now requires to be discontinued, but for persons having previous experience increments in the sanctioned scale according to years and approved experiences should be allowed.

Id/-
Director, D.D. Chawls.

Id/-

No. 6103 of 1948.

Poona 9th July 1948.

To

The Secretary to Government,

Public Works Department, Bombay.

Subject :— Grant of higher starting pay to subordinates in sanctioned scales.

Reference : Government letter P. W. D. No. 9564/36-E(II) dated 24th June 1948.

Under Government Resolution, Finance Depart-ment No. 6567/33-I dated 15th January 1948, Govern-ment have introduced revised pay scales for various subordinate services and in view of this, there is now no need for the continuance of grant of higher starting pays to the following categories of establishment.

(i) Clerks and Karkuns.

(ii) Tracers and computors.

(iii) Drivers and Mechanics.

The case of overseers is however different. The dearth of suitable qualified candidates is still felt and overseers even appointed on higher star-ting pays are inclined to resign their services with a view to getting more lucrative jobs somewhere else. As such the necessity of granting higher starting pays to overseers is keenly felt and it is, therefore, suggested that this practice may be continued for some time more.

Id/-

Public Health Engineer

to Government.

D.A. Nil.

NO: G-65 3604 of 1948

Office of the Suptdg: Engr: N.

Circle,

Ahmedabad 17th July 1948.

To,

The Secretary to Government,

P.W.D., Bombay.

Subject:-- Higher starting pay to subordinates in sanctioned scales.

Reference:- G.L.P.W.D. NO: 9564/36-E-II dated 24-6-48.

In the view of the revision of pay scale so far as the (1) Clerks and Karkoons and (2) Tracers and Compu-ters are concerned it is considered not necessary now, to allow higher starting pays to them as the initial pay of the scales prescribed for them is higher than the initial higher starting pay that is admissible to these categories of Establishment as per G.R. P.W.D. NO: 6717/36 dated 17-7-44.

As regards overseers and Surveyors it may be stated that due to the immigration of the refu-gees the conditions as regards the recruiting thereof have improved to some extent but not satis-factorily as the refugees were drawing very much better salaries in Sind where the pay scales were better and also because of length of service:.

It is therefore requested that Government may kindly be moved to continue the higher starting pay in case of qualified persons only and to fix the limits of the higher starting pay so as to fit in the revised scales sanctioned for them.

Id/- 17-7

Superintending Engineer,

Northern Circle.

L E T T E R.

From

The Superintending Engineer,

Southern Circle.

To

The Secretary to Government,

Public Works Department,

B O M B A Y.

No.G.R.69. Public Works Department,

Belgau, 23rd July 1948.

Subject:- Grant of higher starting pays to subordinates in sanctioned scales.

Reference :- Government Letter (P.W.D.) No. 9564/36-E(II), dated the 24th June 1948.

I have to submit my views as under:—

(1) Overseers and Surveyors.

A revised pay scale of Rs. 80-5-100-8-140--E.B.-10-270 has already been sanctioned at page 59 of the schedule accompanying G.R. (F.D.) No. 6567/33-I, dated the 15th January 1948. But qualified candidates are not at all available on the starting pay of Rs. 80/- in the above scale.

The sanctioned cadre of Overseers and Surveyors in this Circle is 171 (81 permanent and 90 temporary). As against this, there are at present only 100 Overseers and Surveyors (47 permanent and 53 temporary) i.e. the cadre of this Circle is short by 73. With a view to make up this shortage advertisement was given mentioning there in the higher starting pays sanctioned in G.R., P.W.D. No. 6717/36(10, dated the 16th October 1946, but no response was received.

Not .....

Not only that, but even the candidates from Sind, who had applied to Government for appointment and whose names were communicated to this office by Government from time to time, were also called for interview, but none have turned up so far. Recently when results for 1948 were out some 10to 12 D.C. Es. had applied and were appointed as Temporary Overseers but only some six have joined their duties. With a view, therefore, to push on with normal works in this Circle, departmental candidates and some outsiders, who have passed the Sub-Overseers' Examination from the College of Engineering, Poona, have been appointed as Sub-Overseers on the Temporary Establishment subordinates is as large as 42 and still there is an actual shortage of 29 hands which it has not become possible to make up so far.

It will be evident from the above that even with the higher starting pays sanctioned in G.R., P.W.D. No. 6717/36(1), dated the 16th October 1946, it has not been possible for this office to ease out the position as regards the shortage of qualified Overseers and as such, I am of opinion that the concession of higher starting pays should be continued until ans situation improves or a further period of 2years whichever is earlier.

(2) Clerks and Karkuns.

The scales prescribed for these subordinates, viz. Rs. 46-3-85-E.B.-4-105 and Rs. 46-3-85 respectively are considered adequate and as such the concession of higher starting pays already sanctioned may be withdrawn.

(3) .....

(3) Tracers and Computors.

Vide remarks as under (2) above.

(4) Lorry Drivers and Mechanics.

Vide remarks as under (2) above.

2. No pay scale has been sanctioned for the Steam or Motor Diesel Oil Roller Drivers in the G.R., referred to in para 1 above and a s such the concession of granting higher starting pays to these subordinates has already been continued pending revision of pay scales vide G.L. (P.W.D.) No. 6717/36(II), dated the 1st June 1948. In this connection a reference is invited to item 2 of the statement showing the permanent and temporary posts omitted from the schedule accompanying this office No. G.R. 69, dated the 12th April 1948 wherein a scale of Rs. 60-4-120 was proposed with the starting pays as under :--

Rs. 60/-	For those holding the III class Boiler Certificate.			
Rs. 70/-	-Do-	-do-	II	- do -
Rs. 80/-	-Do-	-do-	I	- do -

Id/-

Superintending Engineer, S.C.

Id/- 23-7

for disposal pl. see of No. 44469.

VERY URGENT.

No. G.R. 69/4797

of 1948.

P.W.D. Eastern Circle

Office Sholapur: 28th July

1948.

To,

The Secretary to Government,

Public Works Department,

BOMBAY.

Subject:— Grant of higher starting pays to subordinates in sanctioned scales.

Reference: Government Public Works Department Letter No. 9564/36-E(II) dated 24-6-1948.

2. Under the revised scales sanctioned in Government Resolution, Finance Department No. 6567/33-I dated 15-1-48 the initial pays of Clerks and Karkuns, Tracers and Computors have adequately been raised as compared with the initial pays in the old scales. There is, therefore, no nedessity for continuing the higher starting pays granted to this class of establishment.

3. As regards the remaining two categories of establishment viz., Overseers and Surveyors, Drivers and Mechanics the Scarcity of experienced technical personnel still prevails. It is, therefore, recommended that so long as the supply is not consistant with the demand, the present offers of higher starting pays to attract experienced technical subordinates should continue for a further period one year when the situation may be reviewed.

4. There are no additional items in which the grant of higher starting pay was sanctioned in this Circle.

Id/-
Superintending Engineer, Eastern Circle.

for disposal pl. see S. No. 44469.

Statement showing categories of posts for which higher Starting Salaries are requested.

S.No.	Designation & Existing pay scale of the posts.	Limits of higher starting pay that can be given in the existing scale.	Prescribed scale (Revised)	Proposed limits of higher starting pay in the revised scale.
1	2	3	4	5
1.	Overseers & Surveyors. Rs. 70-5-110-10-250.	Upto Rs.200/- in case of graduates and Rs. 130/- in case of Diploma holders.	Rs.80-5-100-8-140-E.B.-10-220-EB-10-270.	Upto Rs.250/- in case of graducates and Rs.180/- in case of Diploma holders.
2.	Sub-Overseers. Rs.50/5-2/75/3/90/5/120.	Nil	Rs. 61-3-85-E.B.-4-105-E.B.-5-130. Rerevised to Rs.70-3-85EB-4-105 EB-5--145 Rs. 180-10-270.	Upto Rs. 105/-
3.	Draftsman (Senior) Rs. 165-8-245.	"	Rs.180-10-270.	Upto Rs. 250/-
4.	Draftsman -Rs. 110-10-180 (for graduates) Rs.95/5-2-140 (for others)	"	Rs.100-4-120-5-170 (for others) Rs.110-10-180.(for graduates)	Upto Rs. 150/-
5.	Asstt. Draftsman. Rs.50-5/2-90(for others). Rs.70-5-110 (for D.C.Es.).	"	Rs.70-3-85-4-125 Rs.70-5-130 (for D.C.Es)	Upto Rs. 100/-
6.	Tracers & Computors. Rs.25-2-55-3-70.	Upto Rs. 50/-	Rs.46-3-85-E.B.-4-105.	Upto Rs. 85/-
7.	Drivers - 40-5/2-80. Mechanics - 40-5/2-60-5/2-90.	Upto Rs.80/- p.m.	Rs.60-4-100. Rs.60-4-100-E.B.-4-120	Rs. 80/-
8.	Steno/typists. Rs. 75-5/2-90-5-140.	Nil	Rs.85-5-140-E.B.-6-200.	Rs. 140/-

NOTE:- This also disposes of para. 3 of the letter.

Id/-
Electrical Commissioner.
with the Government of Bombay.

DJT./-

Letter: No. E/84/13146

Electric Grid Offices,

Foreshore Road,

Bombay 1: 31st July 1948.

To

The Secretary to Government,

Public Works Department,

Bombay.

Subject:— Grant of higher starting pay to subordinates in sanctioned scales.

Reference:— Govt. letter P.W.D. No. 9564/36-E(II) dated 24-6-48.

2. In view of the inadequate starting salaries of payscales of the posts of the categories referred to in Government letter under reference and the paucity of well qualified and experienced personnel required for such posts, Government were pleased to authorise the heads of offices to grant higher starting pay in case of subordinates appointed to such posts upto certain maximum limits.

3. The payscales, no doubt, have now been revised but in view of the present economic conditions, the revised starting salaries of pay-scales of the posts of the catagories in question and of the posts of similar catagories like Draftsman, Asstt. Draftsman etc. cannot be considered adequate to attract well qualified and experienced personnel. The grant of higher starting pay generally amounts to grant of advance increments to such deserving candidates who are well qualified and possess useful experience gained while serving in Government and quassi Government Departments and private concerns of repute.

4. There is no appreciable change in the recruitment position especially of Technical staff as there is a grant demand from all sides for technical ....

nical persons required for the execution of various post war schems. The departments opened in connection with the post war schemes are all new Depart--ments and in the interest of Government work and speedy and efficient execution of the various post war schemes it is necessary to recruit qualified and experienced staff. Experienced persons are not and will not be available unless they are offered higher starting pay in scales. It must be borne in mind that the posts are temporary and other condi--tions of appointment are not attractive.

5. I may state that inspite of repeated advertisements and all other possible efforts for recruiting technical staff which has long since been sanctioned by Government a number of vanancies of the posts of Junior Engineers, Draftsmen, Asstt. Draftsmen, Tracers, Computors etc. exist for want of suitable candidates. Out of the technical persons employed so far, very few possess the requisite qualifications and experience required for the posts. Most of the staff is either not fully qualified or inexperienced. In the interests of Government work such persons cannot be continued in the posts for long time but at the same time they cannot be replaced unless well qualified and experienced persons are available.

6. It would also not be feasible to refer to Government individual cases for the grant of higher starting pay in the scale as it results in delays in recruitment and often even in losing the candi--dates who cannot afford to wait till the receipt of Government orders.

7. In view of the circumstances stated above and in order to save Government time and to recruit suitable persons as and when available, I

strongly .....

strongly recommend that candidates appointed to the posts of the categories mentioned in the appended statement on the temporary and workcharged establishment should be allowed higher starting pay in the revised scales and that the heads of offices be authorised subject to any formula that Government may lay down (vide para. 8 below) to fix higher ~~xxxx~~ initial pays in the revised scales upto the maximum limits proposed in column 5 of the statement referred to above.

8. Further, in this connection I would invite reference to my letter No.E. 84/10527 dated 9-6-48 and suggest that Government may lay down a formula to fix the initial pay of technical subordinates after taking into consideration their past experience.

For disposal pl. see 8.No. 44469.

Id/-

Electrical Commissioner

With the Government of Bombay.

No.G.R. 68.

Office of the Superintending Engineer, Special Investi-gation Cricle, Dharwar:
2nd August 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject: Grant of higher starting pays to subordinates in sanctioned scales.

Reference : Government Letter, Public Works Department, N o. 9564/36-E(II), dated the 26th July 1948.

2. Certain infromation called for from the Executive Engineers is awaited. The remarks as per para 2 of Government Letter, Public Works Department No. 9564/36-E(II), dated the 24th June 1948 will, therefore, be submitted to Government on receipt of the said information in this office.

Id/-

D. A.:- Nil.

Superintending Engineer,
Special Investigation Circle.

LIST OF SOME OFFICE MEMBERS WHO LIST THIS DEPARTMENT TO JOIN OTHER DEPARTMENTS.

No.	Name	Designation	Name of the department and the rank on which appointed.
1.	Mr. B. V. Ramaswamy.	Junior Engineer.	Assistant Engineer, G.I.P.Railway, C.E.'s office (V.T.)
2.	" M. V. Achar.	"	----------do----------
3.	" B. S. Krichnamachari.	"	Resident Engineer, Guna, G.I.P.Railway.
4.	" B. K. Laxminarayan	"	Resident Engineer, G.I.P.Railway, Bh.pal.
5.	" B. N. Murthy.	"	" " " Jabbalpur.
6.	" Gunderia.	"	Supervisor, B.B.& C.I. Railway.
7.	" B. Narayan Rao.	"	Dy. Engineer, Housing Commissioner, Bombay.
8.	" J. M. Jiandani.	"	Appointed in G.I.P.Railway at Jhansi.

Id/-
Electrical Commissioner
with the Govt. of Bombay.

Copy of letter No. 859, dated 12-3-48, from the Director of Agricultural Engineering, B.P., Poona, to Doulatram [redacted] Fatehchand.

"With reference to your application dated 12-3-48, you are offered the post of a draftsman on the temporary establishment of the Minor Irrigation Circle under this Directorate, on a pay of Rs. 150/-/- per month, in the scale of Rs. 100-4-120-5-170. In addition, you will get dear--ness allowance of Rs. 40/-/- per month.

2. The appointment is subject to rules and Govt. orders [redacted] regulating the employment of temporary Government servants [redacted] such as -

(1) Production of certificate of physical fitness from Civil Surgeon of the Distt. in which you will be posted for duty, after joining the appointment.

(2) No notice is liable to be given of termination of service.

(3) Liability to be transferred to any sta--tion of duty in Minor Irrigation Circle.

(4) Resignation from the service of the Govt. of Sind.

3. If you accept the offer, please report yourself for duty to the Executive Engineer, Dharwar Minor Irrigation Division at Dharwar.

4. The offer will be kept open for you for 15 days from the date of issue of this letter.

5. No joining expenses are allowed.

True Copy.

Id/-

Supdtg (General) Electric
Grade B' bay.

Letter. No. E. 84/ 13550

Electric Grid Offices,

Foreshore Road,

Bombay 1: 10th August 1948.

To

The Secretary to Government,

Public Works Department,

Bombay.

Sub:- Grant of initial higher pays to technical personnel.

Reference para 3 of Government letter P.W.D. , No. 9564/36-E(II) dated 30.6.48.

2. The persons mentioned in the accompanying list, have left this department to join their new app--ointments in the departments quoted against their names. It will be seen that the men in question have secured responsible posts mostly in Railways.

3. The following case in which another Govern--ment department offered higher stating salary to the same person to whom lower starting salary was admissible and was being offered by this office may be of interest:-

One Mr. Doulatram Fatehchand Motiramani, ex refugee candidate having passed his D.C.E. from Ludhiana (one year's course) in 1923, was called for interview in this office for Draftsmen's post. Prior to his coming to Bombay he was holding the post of Draftsman on Rs. 150/- in the grade of Rs. 60-5-120-E.B.-8-260 and his history of service is as follows:-

(1) Started as Assistant Draftsman in the Sind P.W.D. in the scale of Rs. 60-5/2-100 since 4/11/27.

(ii) Appointed to officiate in the post of Draftsman as from 1/4/44 and was confirmed in the post on 6.8.47. On these basis his pay in this administra--tion was being fixed at Rs. 116/- p.m. but he demanded

higher .....

higher starting pay of Rs. 150/- p.m. that is the same as was offered to him for Draftsman's post in the scale of Rs. 100-4-120-5-170 by the Director of Agricultural Engineering, B. P., Poona vide his letter No. 859 dated 12/3/48, copy enclosed. It was with a view to avoiding such disparities that a request was made to Government of prescribe some formula for fixing the salaries of temporary employees in various departments of the Government of Bombay Whether they were refugees or not.

Id/-

Electrical Commissioner,

With the Govt. of Bombay.

Encl: 1 list and copy or
the order from D. of
A. E. Poona.

L E T T E R.

No. GR.69/ 2276 of 1948.

W.D. Offices, Churchgate Street, Fort, Bombay,

11th August 1948.

To

The Secretary to Government,

Public Works Department,

Bombay.

Re:- Grant of higher starting pays to subordinates in sanctioned scales.

Ref:- Government Letter, Public Works Department, No. 9564/36-E(II) dated the 24th June 1948.

In the Electrical Division, higher strating pays were granted only to some of the Sub-Divisional Clerks, Tracers and Lorry Drivers, as they were originally given mofussil scales of pay which were very low. In view of the recent revision of the pay scales in respect of the above categories of Establishment, I am of the opinion that there is now no need for their continuance, as the minimum of pay scales now sanctioned for these classes of Establishment are higher than what they were then allowed to draw as higher starting pays.

Id/-

Electrical Engineer to Govt.

Id/- Id/-

for disposal pl. see S. No. 44469.

Letter.

No. 7826. Deccan Irrigation Circle, Poona 1, 12 August 1948.

To

The Secretary to the Govt. of Bombay,
Public Works Department, Bombay.

Subject : Grant of higher starting pays.

Reference : Government Letter, No. 9564/36-E(II), dated the 24.6.48.

In connection with the grant of higher starting pays to subordinates in the sanctioned scales, I have to report as under :—

Items 2 , 3, and 4 :- As the initial pays of these classes of establishment have been fixed at a higher stage in the revised scales than those that were sanctioned prior to revision, the question of granting higher starting pays does not arise.

As regards item 1 i.e. overseers and surveyors, it may be stated that as the starting pay in the revised scale has been raised from Rs. 70/- to Rs. 80/- the necessity of granting higher starting pays is not so keenly felt as it was before. It may however be pointed out that the overseers or surveyors may be given pays according to the service and experience gained by them. In accordance with the orders issued in Government Resolution, P. W. D., No. 6717/36(I), dated the 16.10.46 Engineering graduates were granted Rs. 120/- on probation and Rs. 130/- after confirmation. The revised scale, however, does not make mention of starting pays to graduates in Engineering and if a proportionate increase .....

increase is sanctioned in their starting pays there will also be no necessity for granting higher starting pays to these men.

Id/-

Superintending Engineer, D.I.C.

E. B. (II). P.W.D.

Submitted together with Serial Nos. 40417, 41563, 42035, 42042, 42780, 43666 and 43883.

2. Similar reports from the S.Es., Central and Special Investigation Circle, need not be awiated, as separately directed by the Dy. Secy. in his note, dt. the 29-7-1948, in file No. 6717/36(I)/35979 agreed to by the Secy. (I).

3. From the reports received from the local officers up till now in response to G.L.No. 9564/36-E-(II), dt. the 24-6-1948, it will be seen that the higher starting pays was also allowed in case of the Senior Draftsman also in the office of the Archl' to Govt. in G.L.No. 4286/36-E(II), dt. the 13-2-47. In this connection it may be stated that no revised pay-scales have yet been sanctioned ~~x~~for Sr. Draftsman in Archl's office Steam or Motor or Diesel Oil Roller Drivers for whom a higher starting pays were granted. It may, however, be added that in G.L. No. 6919/36-V-E(II), dt. the 23-2-1948, proposals have been called for from local officers to submit suitable revised pay-scales for the posts omitted from the schedule of Revised Pay-Scales (1948). Replies have been received from all the local officers expept the S.E., C.C., who has been expedited. The local officers have recommended revised pay-scales to the above mentioned posts which have been omitted from the schedule of revised pay-scale. The question whether the higher starting pays should be continued to be granted to these categories of posts will be considered at the time of sanctioning revised pay-scale to them. Meanwhile higher starting pays will be granted in respect of these posts in the non-revised scales.

@ i.e. Sr. Draftsman, Steam Drivers etc.

4. .....

4. From the reports received, it will be seen that the local officers (except the El.Commr.) have recommended the withdrawal of the concession of higher starting pays in respect of clerks, Karkuns, Tracers and Computors. They (including the El. Commr.) have, however, unanimously recommended that higher starting pays should be retained in the case of Over-seers and Surveyors. The reasons advanced by them are generally as under :-

> " Grate difficulty is still experienced in recruiting suitably qualified technical persons even on the present higher start-ing pays (i.e. upto Rs. 200/- p.m. for B.Es. and 130/- p.m. for D.C.Es.) and as such it is absolutely necy. to continue the grant of higher starting pays to them. This will be amply clear from the S.E., S.C's letter at p. 47 ante, from which it will be seen that 73 posts out of 171 posts of Overseers and Surveyors are still vacant due to non-availability of suitable persons, who, it seems, are attracted by higher starting pays offered by private and other employers".

It may also be stated that the El. Commr. have also recommended higher starting pays to other categories of staff such as Draftsman, Steno-Typist, etc. As the question under consideration in these papers is is the withdrawal of concession of granting higher starting pays, there is no reason to extend the same to Draftsman, etc., as now recommended by the El. Commr.

5. In the circumstances it is for consider-ation whether higher starting pays to Overseers and Surveyors only may be continued to be granted in u.o. consultation with the F. D. If so, maxima limits

Rs. .....

● Rs. 130 is not in time scale of Rs. 80-5-100-8-140-10-270

Rs. 140/- p.m. (against Rs. 130/- ● p. m. in the new scale of Rs. 70-5-110-10-250) and Rs. 200/- p.m. in the new scale of Rs. 80-5-100-8-140-10-270 may perhaps be made applicable to D.C.Es. and B.Es.E., respectively. The Subdts. will not be granted any increments beyond the limits of Rs.200/- and Rs. 140/- or be promoted to the permanent estabt. without the orders of Govt. Incidentally attention is invited to portion marked "A" of the F.D. note in file No. 6717/36(I)/38347 from which it will be seen that that Deptt. is not in favour of granting increments once higher starting pays are given. The view held by the F.D. does not seem to be advantageous to Govt. for the simple reason that local officers will, in order to attract suitable persons, grant the maxima i.e. Rs. 200/- and Rs. 140/- (new) instead of starting them lower in the grade and then continue giving increments till they reach Rs. 200/- and Rs. 140/-.

6. If, as recommended in para.5 above, higher starting pays are continued to be granted to tempy. Overseers and Surveyors in the revised scale, an anamolous position will arise in the case of persons, who have joined Govt. service prior to 1-1-1947 ● and those who have joined after that date. The pays of those persons who have joined prior to 1-1-1947 will, in ordinary course, have to be fixed in accordance with Bombay Civil Services (Revision of Pay) Rules, 1948, by which method the pays of those persons who have been given higher starting pays will, as a rule, be fixed at the minimum of the scale (or they may get one or two increments at the most) and the difference between the pay thus fixed and the higher pays they were drawing will havt

● The date from which revised scales have been introduced.

to .....

to be considered as a peronal pay to be merged in future increments. In other words it means that tempy. Overseers and Surveyors who are recruited after 1-1-1947 in the new scale of Rs. 80-5-100-8--140-10-270 will continue to get increments upto Rs. 200 and Rs. 140 p.mo (new) in the case of gradu--ates and diplomates respectively; whereas those who have joined prior to 1-1-1947 will get no increments till all their personal pay is merged in future increments. As these tempy. Overseers and Surveyors, who have joined prior to 1-1-1947 and who have been given higher starting pays are borne only on the tempy. estabt., it does not seem necy. to fix their pays in accordance with Bombay Civil Services (Revision of Pay) Rules, 1948, which, it seems, are chiefly meant for permanent Govt. servants. The higher pays drawn by these tempy. persons, who have joined service prior to 1-1-1947 in the old scale of Rs. 70-5-110-10-250, should also be treated as the pays in the revised scale of Rs. 80-5-100-8-140-10-270 without giving them any personal pays in the new--scale in accordance with the Bombay Civil Services (Revision of Pay) Rules, 1948. Their pays in accor-dance with Revised Rules, 1948 will be fixed at the time of their permanency. Incidentally it may also be stated that it will not be fair to these tempy. Overseers and Surveyors to break up their pays now into pays proper and personal pays, as Govt. has already given assurance to them that they will be given increments upto Rs. 200 and Rs. 130 p.mo in case of graduates and diplomates, respectively.

A

7. Serial No. 43666. In para, 3 of G.L. No. 9564/36-E(II), dt. the 30th June 1948, the El.Commr. was requested to quote instances where employees of this Deptt. have left the Deptt. to join another Deptt.

on .....

on higher pays. From the list submitted by the El. Commr., it will be seen that all the persons, except Mr. B. Narayan Rao, have been taken up by Rlys. No action can, therefore, be taken by Govt. so far as these persons are concerned.** It is for consideration whether this matter may be taken up with Housing Commr. It is not clear whether Mr. Narayan Rao had resigned his post before joining the Housing Organisation or whether he had joined with the consent of the El. Commr. (i.e. if he had submitted his application for the post thro: the El. Commr.) It seems that this point will have to be got clarified from the El. Commr. before the Housing Commr. is addressed in the matter.

Yes

Id/-
20-8-

8. With ref. to para. 3 of the El. Commr's letter, it may be stated that it is not known how Mr. D. F. Motiramani, refugee, could be granted a higher starting pay of Rs. 150 p.m. by the Director of Agricultural Engineering when there are definite orders for fixation of pay of refugees. Presumably the consent of the F.D. was obtained for giving higher pay of Rs. 150 p.m. to Mr. Motiramani. The F. D. may perhaps confirm the presumption.

Id/-
17-8-48

** It is not known how Mr. Narayan Rao came to be appointed as a Dy. Engr. under Housing Commr.

From the above noting it will be seen the consensus of opinion of local officers is in favour of abolition of the orders re: higher starting pay to clerks, karkoons and tracers and computors but against the abolition of higher starting pay to overseers and surveyors. The main reason is that the starting pay of clerks etc has been raised by about 80% from Rs. 25 to Rs. 46 where as that of overseers has been raised by 14% from 70 to 80. Local officers 'opinion' in respect of clerks etc may be accepted.

The conditions of shortage of technical personnel ~~shall~~ still continue and it is absolutely necessary to continue the grant of a higher starting pay to overseers if our programmes of works are not to be ~~transfered~~ hampered. The present orders to grant higher starting pay upto 130 to BCE's ~~plus~~ and Rs. 200 to B,E.' with permission to grant increments upto ~~x~~ these ammounts should therefore continue to be in force. The reason, why the F.D's suggestion to stop further increments is not acceptable is clearly stated in para 5 of the office note. This concession will also have to be made applicable to the tempy overseers ~~xxxxx~~ who are already(i.e. before 1-1-47) granted higher starting pay which is below the maxima prescribed viz Rs. 130 and plus Rs. 200 as they have been ~~xxxxxxxxxxxxxx~~ recruited during drawing the currency of the existing orders by which they would be eligible to the annual increments upto Rs. 130 and 200 as the case may be. Whether this can be done on the basis of what is stated at A in para 6 or whether special orders will have to be issued on this point may please seen by the F.D.

Id/-
~~19~~/18

Secy.(I)

When sufficient number of technical personnel is not obtainable, it seems necessary to continue the present practice of granting higher starting salaries to such class of men as Overseers, Surveyors, Draftsmen, even thouth the scales of pays of permanent servants have been revised. As there is a large programme of works to be carried out, this ~~xxxx xxxx~~ arrangement will have to be agreed to, if works are not to suffer.

Id/-
20-8-48.

Urgent

U/o F. D. dt. 24th Aug. 1948.
(with file 6717/36(I)/35979).

Finance Department (B)

Submitted with reference to G.M., F.D. No. 7182/33-B dated 15-4-1948.

2. The P.W.D. is agreeable to the withdrawal of the concession of higher starting pays in respect of clerks, Karkuns, Tracers and Compurots. That Deptt. has, however, strongly supported the continuance of the existing orders regarding the grant of higher starting pays to Overseers and Surveyors. The local officers who were consulted by that Deptt. in the matter have pointed out that in spite of the higher starting pays admissible under the existing orders a considerable number of posts of surveyors and overseers have remained vacant and have expressed the unanimous opinion that the orders should continue for the present.

3. It will be seen from portion 'B' of the P.W.D. note at page 70 ante and from the letters of the Elec. Commr. and S.E., D.I.C. at pages 21 and 47 ante that the recruitment of engineering personnel is still proving difficult. In the circumstances, this Deptt. may agree to the continuance of the higher starting pays to overseers and surveyors in the scale of Rs. 80-5-100-8-140-E.B.-10-270 for a further period of one year. The starting pays may be fixed as follows :—

Existing higher starting pay.	High starting pay in the revised scale.
1. Rs. 120 for B.Es. (sanctioned on a permanent basis).	Rs. 132 for B.Es. (vide para 5 of F.D. note date 11-10-1948 on P.W.D. file 6919/29939).

2. .....

	Existing higher starting pay.	High starting pay in the revised scale.
2.	Rs. 120 during one year's probation, 120 for one year after confirmation, and 130 in the time scale thereafter (sanctioned up to 15-10-1948).	Rs. 132 during probation Rs. 132 for one year after confirmation and Rs. 140 in the time scale thereafter (for a further period of one year.)
3.	Up to Rs. 200 for B.Es. and Rs. 130 for D.C.Es. on temporary or work-charged estabt. (sanctioned up to 15-10-1948.)	Up to Rs. 200 for B.Es. and Rs. 132 for D.C. Es. on temporary and work-charged estabt. (for a further period of one year).

On other papers (P.W.D. file No. 6919/36/29989) the P.W.D. has proposed Rs. 140- and Rs. 150 in place of Rs. 132 and Rs. 140 proposed at serial No. 2 above on the ground that Rs. 140 is a stage in the prescribed scale reached after 9 years, just as Rs. 120 is a stage reached after 9 years in the existing scale. This basis of fixing higher starting pays has not been accepted in other cases (e.g., the case of graduate clerks). It seems adequate to keep more or less the same difference in pay as existed before the revision between a B.E. and a D.C.E.

4. As regards the anomaly referred to at 'A' on page 71 ante, attention is invited to the office notes dated 17-6-1948 and 13-7-1948 in the loose papers placed below. To resolve the anomaly, this Deptt. may suggest that the pay of temporary and work-charged overseers and

surveyors .....

surveyors who were given higher starting pays may be fixed, with effect from 1-1-1947, under B.C.S.R. 44(c), and the interim relief, if any drawn by them may be treated as perennal pay to be absorbed in subsequent increments. This will have to be done as a special exception to the B.C.S. (Revision of pay) Rules, 1948 and on the condition that the orders of Govt. will be taken for fixing the pay of these men when they are confirmed.

5. It is presumed that the P.W.D. agrees to abolish the higher starting pays granted to employees other than those mentioned in paras 2 to 4 above. That Deptt. may be requested to issue the necessary orders withdrawing the concession. If the presumption is not correct, that Deptt. may be requested to furnish detailed justification for continuance of the concession.

This is corrected

Id/- 3/11

Id/-
13-10

This proposals in the office note are reasonable and may be agreed to.

Many refugees from Western Pakistan with technical qualifications are being taken in the P.W.D. The recruitment difficulty may not therefore be so acute as before . The scheme of higher starting pays may therefore be continued for one year only .

Id/-
3/11

F.A. Id/- 3-11

U.o.r. P.W.D. dated 13-11-1946

with FP (i.e. file No. 6717/36(I))

E.B.(II)
16/11

9564/36
63084

E.B.(II). P. W. D.

Submitted

2. Orders are requested whether the pro-
-posal made by the F. D. in para 3 of its note, dated the 19-10-48, may be accepted.

3. The presumption made in para. 5 of its note may be confirmed.

4. With reg. to the F.D.S. under Secy's note, dated the 3-11-48, it is explained that the position of recruitment of techl. personnel has in no way ~~x~~ ceased. This Deptt. may, however, agree to continue the concession for one year and the position will again be examined before the expiry of the period.

Id/- SNJ
19-11-48.

Id/-
25-11

Secy (I)

I am not at all sanguine that the difficulty of recruiting technical personnel will ease in a year's time. We only hear of refugees being available but ~~very~~ Secy. few turn up on the pays offered by this Govt. I have however no objection to agree to the proposed arrange-
-ment being continued for one year only.

Id/-
25-11-48

9564/36/63084.

E.B.(II). P.W.D.

Resubmitted with the necessary draft G.R. and G.L. for approval.

2. It does not seem necessary to submit the draft G. R. to the H.M., P.W.D., as it involves the continuance of the existing orders regarding higher starting pay in respect of Overseers and Surveyors and that too for a period of one year only.

3. The F. D. has made no remarks with refce. to para 8 of this Deptt. note at p. ante. That deptt. will be requested u.o. to do so after the draft G.R. and G. L. are issued.

Id/-
3-12-48.

Id/-
3/12

Secy(I). Id/-
4/12

H.M. P.W.D. Id/-
3/12

MDDG
11-12-48

Id/-

u.o. to F. D. dated 18-12-48.

Finc. Deptt.

The point refd. to by the P.W.D. may be verified by a ref. to the A & R.D.D. which is the admve Deptt. concerned. That Department may be requested to show the papers to this Deptt. thro: the P.W.D., so that the question of refixation may be considered, if necessary, in consultation with the P. W. D.

Id/- 1-1-49 Id/- Thro
Id/- 6-1-49 u.s.(s)

u.o.r. to the P.W.D.

9564/36/63084.

No. 9564/36-E(II). P.W.D.

B.C. 14th Decr. 1948.

To

The Elecl. Commr. with Govt. of Bombay,

Subject:— Grantof higher starting pays to techl. personnel.

Reference: Your letter No. E. 84/ /13550, dt. the 10-8-48.

2. It is not clear whether Mr. B. Narayan Rao (S. No. 7 of the list accompanying your letter) had resigned his post before joining the Housing Organisation or whether he had joined that organisation with your consent i.e. whether he had submitted his application for the post in that organisation thro' you. You are accordingly requested to clarify this point.

D.A. Nil.

Id/-
3-12-48.

By order etc.

Secty (I). Id/-

Id/-

Pay.

Grant of higher starting pays to subordinates in sanctioned scales- Orders regarding -

Government of Bombay.

Public Works Department.

Resolution No. 9564/36.

Bombay Castle, 14th December 1948.

Read Government Memorandum, Finance Department, No. 7182/33-B, dated the 15th April 1948.

Read Government Letter, Public Works Department, No. 9564/36-E(II), dated the 24th June 1948, to the Superintending Engineers of Circles, the Electrical Commissioner with the Government of Bombay, the Electsical Engineer to Government, the Public Health Engineer to Government, the Director, Development Department Chawls and the Architect to Government.

Read replies from the officers named above, except the Superintendigg Engineers, Central and Special Investigation Circles.

RESOLUTION:- The orders authorising the grant of higher starting pays to certain classes of establishments of the Public Works Department other than Overseers and Surveyors are hereby withdrawn.

2. The orders authorising the officers of the Public Works Department to grant higher starting pays to Overseers and surveyors should be continued, their starting pays being fixed in the revised scale of Rs. 80-5-100-8-140-E.B. -10-270, as follows:--

(i) Rs. 132/- per mensem for engineering graduates during one year of probation, Rs. 132/- per mensem for one year after confirmation and Rs. 140/- per mensem thereafter (on a permanent basis) in the revised scale of pay.

(ii) Upto Rs. 200/- per mensem for engineering graduates and Rs. 132/- per mensem for diploma holders on the temporary and work charged establishments. The .....

The Subordinates should not be granted any increments be-
-yond the limits of Rs. 200/- and Rs. 132/- or be
promoted to the permanent establishment without
the orders of Government. The orders regarding
the grant of higher starting pay as above to the
temporary and work-charged Subordinates should
be continued for a period of one year from the
date of these orders.

3. The pay of the temporary or work-charged Over-
-seers and Surveyors who were given higher starting pay
in the old scale should be re-fixed in the revised scale
of pay with effect from the 1st January 1947 in accordance
with the provisions of Rule 44(c) of the Bombay Civil
Services Rules Manual, Volume I and the interim relief,
if any, drawn by them should be treated as personal
pay to be absorbed in future increments. These orders
are a special exception to the Bombay Civil Services
(Revision of pay) Rules, 1948.

4. The Superintending Engineers of Circles, the
Electrical Commissioner with the Government of Bombay
and the Public Health Engineer to Government should
report in Decmeber 1949 on the necessity or otherwise
of continuing the orders in paragraph 2(ii) above.

By order of the Governor of Bombay,

Id/- O/C

(A. G. Maydeo),

Deputy Secretary to Government.

To

The Finance Department.
The Policical and Services Department.
The)other Departments of the Secretariat except
the Separate Department) with reference to
Government Resolution, Public Works Department
No. 6717/36(I), dated the 16th Octover 1946.
The Superintending Engineers of Circles.

The .....

The Electrical Commissioner with the Government of Bombay.

The Electrical Engineer to Government.

The Public Health Engineer to Government.

The Director of Public Instruction (with reference to Government Resolution, Public Works Department No. 6717/36(I), dated the 16th October 1946.)

The Principal, College of Engineering, Poona, (with reference to Government Resolution, Public Works Department No. 6717/36(I), dated the 16th October 1946).

The Accountant General, Bombay, (through the Finance Department).

All Executive Engineers (including those under the Agriculture and Rural Development Department).

No. of 1948.

Copy forwarded for information and guidance to —

Letter

No. E. 84(1)/ 19780

Electric Grid Offices,

Foreshore Road,

Bombay. 1. 20 Decm . 48.

To

The Secretary to Government,

Public Works Department,

Bombay.

Subject:-- Grant of higher starting pays to technical personnel.

Reference:-- Government letter, P.W.D., No. 9564/36-E(II) dated 14/12/48.

Mr. B. Narayan Rao, who was working as Junior Engineer (Civil) in this office, resigned his post in this Department on 28-11-46. He had not submitted application to the Housing Commissioner through this office.

Id/-

For Electrical Commissioner

With the Government of Bombay.

9564/36
71540

E.B.(II) P.W.D.

Submitted with ref. to the notes at p.p. 69 at seq.

2. Sr. No. 71540 No action is necy. on the El. Commr's communaction. at p. ante.

3. As desired by the F. D., these papers may be refd. u.o. to the A.& R.D.D. for ~~x~~ remarks. That Deptt. may be requested to treat the case as "V. Urgern".

Id/-
12-1-49

Id/-

u.o. to A & R.D.D. dated 14-1-49.

A. & R.D.D.

These papers have been referred u.o. to this Deptt. with reference to para 3 of the P.W.D. note, dated 17-8-48 at p. 72 ante. The Dir. of Agrl. Engr. may be consulted in the matter with a view to as certai the circumstances under which Mr. Motiramani was allowed higher starting pay of Rs. 150/- as Draftsman and whether Govt. orders were obtained in the matter and if so/quote to theu.o. and date of ~~t~~ The orders. If appearenced, noted the appearenced letter may issue. Copies of relevant ~~entersets~~ extracts of notes will be kept in this Deptt. and these papers returned to the P.W.D.

Id/-
17.1.49.
18

Id/-
18-1

A.S.

u.o.r. to P.W.D. (after issued of letter and after keeping copies as above)
dt. 19.1.49

E.B. (II).

P.W.D.

The A. & R.D.D. will no doubt kx communicate to this Deptt. the reply from the Dir. of Agrl. Engineering to the C.L. at p. post. The receipt of such a communication form the A.& R.D.D. may be awaited.

Id/-
24-1-49.

Id/-
26-1-49.

V.Urgent

Letter.

To

The Dir. of Agrl. Engr.

No. P.W.D. 9564/36-(II)---- Bombay 19th Jany. 1949.

Reference your letter No. 859, dated the 12th March 1948, addressed to Mr. Doultaram Fatehchand.

Please report, ~~x~~ very urgently, the circumstances under which Mr. Doultaram Fatehchand Motiramani was offered a starting pay of Rs. 150/- p.m. ~~to~~ in the pay scale of Rs. 100-4-120-5-170 as a draftsman on the temporary estb. of the M.I. Circle, and whether Government~~xxxxx~~ orders were obtained in this matter, If so, please quote the no and date of the orders.

By order etc.

Id/-

~~x~~ Asstt. Secy. to Govt.

Id/-
17-1-49.

No. E-45-A/ of 1949.

Poona/Camp Belgaum,

Dated 18th/19th January 1949.

To

The Secretary to Government,
Agriculture and Rural Development
Department, Bombay.

Subject:- Increments to overseers on Temporary Establishment beyond the maximum starting pays fixed by Government.

Reference: Government in Agriculature and Rural Development Department, endorsement No. S-13/43122-A of 4th January 1949, forwarding copy of G.R., P.W.D. No. 9564/36 of 14th December 1948.

In view of the fresh Government orders referred to above, on the subject, I request that consideration of my proposals made under this office No. E-45-A dated 30th December 1948, may kindly be deferred for the time being to enable this office to review the present position of higher starting pays already allowed to overseers and surveyors on Temporary Establishment, under this Directorate and which will now have to be refixed in accordance with para. 3 of the Government Resolution referred to above.

2. I shall again revert to the subject as soon as the reports which have been called for from the various Sections, are to hand and have been scrutinized.

3. .....

3. The revised prescribed scale for overseers and surveyors in the Minor Irrigation Section as well as in the Public Works Department is Rs. 80-5-100--8-140-E.B.-10-200 E.B.-10-270 and not Rs. 80-5-100--8-140-EB-10-270 as shown in the Government Resolution referred to above. This may kindly be confirmed.

Sd/-

Director of Agricultural

Engineering,

Bombay Province, Poona.

———;———

A.& R.D.D.

Submitted with reference to this Deptt. office note, dated 18-1-49. In view of the Dir's letter above no further action needs be taken on the proposal contained in his letter No. E. 45-A, dated 30th December 1948. Any fresh proposals made in this connection subsequently will be dealt with separately.

2. As regards para. 3 of the Dir's.above letter the P.W.D. may see u.o. for such action as is deemed necessary to amend G. R., P.W.D. No. 9564/36, dated the 14-12-48. It may however, be stated that the correct revised pay scale for overseers and surveyors is Rs. 80-5-100-8-140-E.B.-10-220.-E.B.-10-270-and not Rs. 80-5-100-8-140 E.B. -10-200 -E.B.-10-270 as stated by the Dir.

Id/-
16/17 -2-49.

Id/-
17-2-49.

U. O. R. to P. W. D. dated the 21st February 1949.

- - - - - - - -

A.R.D.D. .....

A.R.D.D. 1314
44569/12888

E.B.(II). P. W. D.

Seen and returned to the A.& R.D.D. with an intimation that the view taken in para. 2 of its note, dated the 16-2-49 is correct.

2. A copy of pp. 7-9 is being kept with this Deptt. file No. 9564/36 for further action.

Id/-
24-2-49.

Id/- K.V. Joglekar,
24-2-49.

U.O.to A.& R.D.D.(after keeping copies of pp. 7-9 ante.).

Issued. Id/-
3-3-49

- - - - - - - - - -

E. B. (II) P.W.D.

Resubmitted with the necy. draft for appl.

Id/-
9-3-49. Id/-
9-3-49.

Letter.

No. 9564/36-E(II). Public Works Department.

Bombay Castle, 14th March 1949.

To

The Director of Agricultural Engineering,
Bombay Province.

Subject:- Higher starting pay to Overseers and Surveyors employed on the temporary and work-charged establishments.

.....

Reference:- Paragraph 3 of your letter No. E.45-A, dated the 18/19th January 1949, addressed to Government in the Agriculture and Rural Development Department.

2. The revised scale of pay of Overseers and Surveyors is Rs. 80-5-100-8-140-E.B.-10-220-E.B.-10-270 and not Rs. 80-5-100-8-140-E.B.-10-270 mentioned in paragraph 2 of Government Resolution, Public Works Department, No. 9564/36, dated the 14th December 1948.

By order of the Governor of Bombay,

Id/-
23-3-49. O/C

(K.V. Joglekar)

for Deputy Secretary to the Government of Bombay, Public Works Department.

D. A. -Nil.

Copy forwarded to -

the Finance Department,

the Political and Services Department,

all other Departments of the Secretariat

(except .....

(except the Separatm ent),

the Electrical Commissioner with the Government of Bombay,

all Superintending Engineers of Circles,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

the Director of Public Instruction,

the Principal, College of Engineering, Poona,

the Accountant General, Bombay,

all Executive Engineers of Divisions,

for information.

.....

No. 483 of 1949.

Poona 14th January 1949.

To

The Secretary to Government,

Public Works Department, Bombay.

Subject :- Higher Starting pay to temporary Overseers.

Kindly refer to correspondence ending with Government letter, Public Works Department No. 6717-36-E(II) dated the 10th April 1948. The case of Mr. D.P.Lele is now referred to Government for granting him the usual increments beyond the maximum starting pay he was offered at the time of recruitment on 1-10-1947, for the following reasons.

2. Mr. D.P.Lelt, an overseer borne on the temporary establishment of the Khandesh Sanitary Sub-Division, Dhulia passed the D.C.E. examination from the College of Engineering, Poona in 1927. Since then he has had over 19 years of practical experience as overseer - 13 years (1927-1940) employed on preparation and execution of the Indore City Water Supply and Drainage schemes and more than 6 years (1941-1947) employed on the preparation and execution of the Kolhapur City Water Supply Scheme. Had he been recruited in Government service as Overseer as most other D.C.Es. had been, Mr. Lele would be drawing by this time much more than the starting pay offered to him viz. Rs. 130/- pn 1-10-1947. However, a higher starting pay of Rs. 160/- per month proposed by me was unfortunately negatived by Government in the Government letter mentioned above. In view, however, of his qualifications and the years of consistent good service he has put in elsewhere, I trust Government would be pleased to relax clause (ii) of para 2 of Government Resolution, Public Works Department No. 9564/36 of 14th December 1948 and allow him the usual increments in the sanctioned scale of pay of Rs. 80-5-100-8-140-

E.B. .....

E.B.-10-270, as he has completed 1 year's of approved service on 1-10-1948.

3. His Executive Engineer, Public Health Works Division, Poona reports that his works as overseer is very satisfactory and strongly recommends the increment due. I strongly endorse his recommendation and would even request Government to reconsider issue of Government orders contained in Government letter, Public Works Department No. 6717/36-E(II) and refix his pay consistent with the years of service he has put in and the qualifications he possess. The applicant has yet to put in many years of service, as he is only 42 or 43.

Id/- . . .

Public Health Engineer

to Government.

D.A. Nil.

Copy forwarded with compliments to the Executive Engineer Public Health Works Division, Poona for information with reference to his endorsement No. A.33/10367 dated 16th December 1948.

9564/36
3267

E.B.(II).

P. W. D.

Submitted with refce. to G.L. No. 6717/36-E (-II), dated the 10-4-48 and the notes and orders underlying it.

2. The P.H.E. to Govt. now recommends.-

(i) That Mr. D.P. Lele, tempy. Overseer, who has completed one years service on the pay of Rs. 130/- p.m. in the S.S.E. scale may be allowed to draw an increment in that scale from the 1-10-48.

and

(ii) That the orders issued in the G.L. referred to above may be reconsidered and Mr. Lele's pay refixed consistently with his past service and qualifications.

3. The recommdn at (i) above may be adopted, if approved.

4. The recommendat (ii) above was fully considered last year when the P.H.E. proposed to grant a higher starting pay of Rs. 160/- p.m. to Mr. Lele for the same reasons as these mentioned again in the letter at p. ante. The proposal was, however, negatived in the circ. stated in the F.D. note of the 19.3.48, underlying the G.L. quoted above. There seems, therefore, no reason now to revise the decision.

5. In the circ , the draft letter put up may issue, if approved.

Id/-
26.1.49.

Id/- 26.1.49.

Id/- 26.1.49

DLT/-

9564/36
3267

Letter.

No. 9564/36-E(II). P.W.D.,

B.C., 31st. Jan. 1949.

To

The P.H.E. to Govt.

Subject: Increment to Mr. D.P.Lele, tempy. Overseer, beyond the prescribed limit of higher starting pay granted to him.

****

Ref:- Your letter No. 483, dated the 14.1.49.

2. Mr. D.P.Lele, tempy. Overseer, having com-pleted one year's service on the higher starting pay granted to him in the scale of Rs. 80-5-100-8--140-E.B.-10-220-E.B.-10-270 is hereby allowed to draw an increment of Rs.8/- p.m., this raising his pay to Rs. 140/- p.m. with effect from the 1.10.48.

2. The orders issued in G.L.No. 6717/36-E(II), dated the 10.4.48, negativing the proposal to grant a higher starting pay of Rs. 160/- p.mm to Mr. Lele cannot be reconsidered.

3. Mr. Lele's pay should be refixed in accord-ance with the orders contained in para 3 of G.E. No. 9564/86, dated the 14.12.48, if this has not al-ready been done.

By order etc.

D.A. Nil.

Copy forwarded to -

The A.G., Bombay,

The Ex.Engr., Public Helath Works Dn., for information.

Id/- 26.1.49.

Id/- Id/-

No. E.3(1)/2244

Electric Grid Offices,

Foreshore Road,

Bombay 1: 7th Feb. 1949.

To

The Secretary to Government,

Public Works Department,

Bombay.

SUBJECT :- Mr. A.V. Subramaniam Junior Engineer. Grant of increment to -

I have to state that the pay of Mr. A.V. Subramaniam appointed as Junior Engineer (E. & M.) has been refixed in accordance with the Bombay Civil in this Department/Service (Revision of pay) Rules 1948 at Rs. 210/-/- P.M. in the revised scale of Rs. 80-5-100-8-140-E.B.-10-220-E.B.--10-270 with effect from 16-2-48 F.N. He will complete 1 year's duty period on this pay on 15.2.1949 An N. and normally be will get his increment of Rs. 10/-/- thus raising his pay to Rs. 220/- with effect from 16.2.49. He cannot however, be given the increment except with the sanction of Government vide sub-para 2 of para 2 of G.R. P.W.D. No. 9564/36 dated 14.12.1948.

2. Mr. Subramaniam is a B.E. (Elec.) from the Madras University having passed in 1938. He also passed the diploma examination in Electrical Engineering of the College of Engineering, Madras in 1938. Before he joined this Department as Junior Engineer (E. & M.), he had served for a period of about 6 years in the Departments mentioned below in different capacities.

		Yrs.	Months.
(1) Hydro Electric System	Apprentice Engineer.	1-	0=0

(II) .....

		yrs months
(II) Electricity Department (Government of Madras)	Construction Foreman.	1 - 4 - 0
(III) Manmad Electric Supply Corporation.	Assistant Engineer.	0 - 6 - 0
(IV) Ordance Factory Khamaria.	Supervisor, Charge man.	3 - 5 - 0

3. In view of the facts mentioned above and as Mr. Subramaniam's work in this Department is entirely satisfactory, I recommend that Government be pleased to sanction to him an increment of Rs. 10/-/- P.M. with effect from 16.2.1949.

F. N.

Id/-

Electrical Commissioner,
with the Government of Bombay.

E. B. (II). P. W. Deptt.

In view of the recommendation of the El. Comm., the increment of Rs. 10/- p.m. to Mr. A. V. Subramaniam, Junior Engineer may be granted. The necy draft is put up for approval.

Id/- 10.2.49

Is it not necessary to obtain the concurrance of the F.D. before issuing the proposed orders.

Id/- 10-2-49

E.B.II P.W.D.

Resubmitted.

2. It is not necy. to offer the case to F.D. vide with u.n. dated 29.1.49.

Id/- 11.2.49. Id/- 12.2.49

Id/-

LETTER.

9564/36
9006.

No. 9564/36-E (II).

P.W.D. B.C. 15th Feb. 1949.

To

The Elec. Commr. with the G. of B.

Sub. Grant of increment to Mr. A. V. Subramaniam, Junior Engr.

Ref. Your letter No. E 3(1)/ 2244 dated 7-2-49.

2. Mr. A. V. Subramaniam BE (Elec) Junior Engr. is allowed to draw an increment of Rs. 10/- p.m. in the grade of Rs. 80-5--100-8-140-E.B.-10-220-E.B.-10-270, raising his pay to Rs. 220/- pm with effect from 16.2.1949.

By order of the G. of B.

Cppy to the A.G. Bombay.

Sd/- 10.2.49

D.A. Nil.

Id/- 12.2.49

Id/- 13-2-49.

No. 2227/45-D

Revenue Department,
Secretariat, Bombay,
16th May 1949.

To

The Chief Conservator of Forests.

Subject :- Pay

Grant of higher starting pays to Subordinates in sanctioned scales Orders regarding -

Please read Government Resolution of Public Works Department No. 9564/36 dated 14th December 1948 for Government Resolution of Public Works Department No. 9504/36 dated 14th December 1948 mentioned in paragraph 2 of Government Letter No. 2227/45/19008-D dated 20th April 1949.

By order of the Governor
of Bombay,

Id/-

Senior Assistant Secretary to the Government of Bombay, Revenue Department.

Copies to:-

The Accountant General,
the Finance Department,
the Public Works Department.

DJT./-

No. 2227/45/19008-D.

Revenue Department,
Secretariat, Bombay,
20th April 1949.

To

The Chief Conservator of Forests.

Subject:- P A Y

Grant of higher starting pays to subordinates in sanctioned scales. orders regarding -

Reference correspondence ending with your letter, No. 11.B/16962, dated 7th March 1949. Your proposal to authorise the Conservator of Forests, Utilisation and Engineering Circle, to give a starting pay of Rs. 170 in [redacted] the case of Senior Draftsmen in the scale of Rs. 150-10-200 and also to give a starting pay of Rs. 120 in the case of Junior Draftsmen in the scale of Rs. 100-4-120-5-170 is sanctioned subject to the stipulation that the candidates concerned should be started on the minimum of the scale plus Rs. 20/- to be absorbed in future increments.

2. Higher starting pay to the candi-dates for the posts of Overseers should be given in accordance with the orders issued in Government Resolution, Public Works Department, No. 9664/36, dated 14th December 1948.

3. Please consider the financial implication of the proposal to make permanent the establishment under the Divisional Forest Officer, sawmills Division contained in paragraph 4 of your letter, No. A 23/16436, dated 22nd February 1949 and resubmit your proposals in that behalf in August with a new

item .....

item statement if tha t is considered necessary.

By order of the Governor of
Bombay.

Id/-
For Sev retary to the Government
of Bombay, Rovenue Department.

Copies to :-

the Accountant General (through the Finance Department),,
the Finance Department, .
the Public Works Department.

****

9564/36/27835

E.B(II) P.W.D.

Submitted for information.

2. The G.R. mentioned in para 2 of G.L., R.D., No. 2227/45/19008-D, dated the 20-4-49, addressed to the Chief Conservator of Forests, is incorrect the correct No. should be 9564/36 (insted of 9504/ /36). This may be brought to the notice of the R.D., u.o. and the pps filed thereafter.

Id/-
28.4.49

Id/-
25.4.49.

u.o. to R.D. (pages 113-115)
dated 30-4-49.

No. 2227/45-D

Revenue Department
Secretariat Bombay,
16th May 1949.

To

The C.C.F.

Subject: Pay

Grant of higher starting pays to subordinated in sanctioned scales.
Orders regarding ——

Please read G.R.P.W.D. No. 9564/36 dated 14.12.48 for G.R. P.W.D. No. 9504/36 dated 14.12.48 mentioned in para 2 of G.L. No. 2227/45/19008-D dated 20th April 1949.

By order etc.
Id/-
Senior Assistant Secy. to Govt.

Regy.

Pl. issue the letter and returned with copies of pages

R.D. Id/-

Copies to

the A. G.
the F.D.
the P.W.D.

Copies of the pps will be retained to the main file before returning these pps to P.W.D.

Id/- Id/-

9564/36/35773.

Revenue Department

B Br.

Submitted with reference to G.L. No. 2227/45-D dated 10th May 1949.

2. These pps. may now be returned to P. W. D.

Id/- 24-5-49.
25

Id/- Id/-
27.5.49

U.R. to P.W.D. dated 28.5.49

R.B.(II) P.W.D.

Submitted (together with Sr. No. 33960).

2. Sr. No. 33960 :- The R.D. letter referred to by the Asstt. Secy. in his note dt. the 24th May 1949 will be found at p. ante.

3. Sr. No. 35773 :- Submitted for information.

Records

Id/-
1.6.49

Id/-
2.6.49.

No. PSD- 33/9182 of 1949,

Poona 1, 6th Septr. 1949.

To

The Secretary to Government,

Public Works Department, Bombay.

Sub:- Grant of increment over and above the maximum starting pay to Mr. D.B. Modey.

Mr. D.B. Modey, D.C.E., who was appointed by me on the Surat Sanitary Sub-Divn., Surat, as a temporary Overseers on 3rd September 1947, was given the higher starting pay of Rs. 130/- p.m. plus T.A.P. of Rs. 10/- under powers vested in me under G.R., P.W.D. No. 6717/36(I), dated 16-10-46. Mr. Modey is a D.C.E. of the Kalabhavan Technical Institute, Baroda of 1933 and hence was given the maximum starting pay admissible to him with due regard to his past experience. Since then, he has been drawing the same rate of pay as no further increments coula be granted to him without the sanction of Government. Even the revised pay scales recently sanctioned by Government do not either imporve the cases of this or other Overseers who have been granted the maximum higher starting pays admissible which is only to be refixed at Rs. 132/- plus Rs. 8/- as P.P. as per orders contained in G.R. P.W.D. No. 9564/36, dated 14-12-1948.

2. Mr. Modey entered service in the Public Works Department of Baroda on 12-6-34 and worked in different capacities as follows:—

(i)	As a Maistry, Surveyor etc. on work-charged establishment.	(12-6-34 to 4-6-37. (27-8-37 to 20-5-38
(ii)	As an Offg. or Temporary Overseer.	(5-6-37 to 26-8-37 (21-5-38 to 3-11-41.
(iii)	As permanent Sub-Overseer.	4-11-41 to 12-11-41.

The .....

The terms "Maistry" and "Sub-Overseer" were, it is understood, then used by Baroda Government for Overseers in the initial service and are analogous to designations of "work-charged Overseer" and "Overseer" in the Bombay Province. Owing to the low grades then prevalent in the States, he resigned and joined this department on 3-9-47. With such long experience, Mr. Modey has been very useful to me in the execution of the Surat Water Supply Works.

3. Having regard to his experience in Baroda Public Works Department and also to his two years' service under me, I recommend that he be allowed to earn his usual increments from 1-5-49 a nd request that Government sanction may kindly be accorded to the same.

4. Early orders are requested.

Id/-

Public Health Engineer

to Government.

D.A. Nil.

9564/36/59258

E.B. (II).

P. W. D.

The P.H.E. to Govt. reports that Mr. D.B. Modey, D.C.E., was appointed as a tempy. Overseer on the 3-9-47 in the Surat Sanitary Sub-Dn. on a higher starting pay of Rs. 130/- p.m. plus I.A.P. of Rs. 10/- for the reasons stated in para 3 of his letter the P.H.E. recommends that Mr. Modey may be allowed to earn his usual increments from 1-5-49.

2. From the orders contained in para. 2 (ii) of G.R. No. 9564/36, dated the 14-12-48, it will be seen that the engd. graduates and the diploma holders on the tempy. and work-charged estabts. are not to be granted any increments beyond the limits of Rs. 200/- and Rs. 132/- respectively or promoted to the permt. estabt. without the orders of Govt.

3. The P.H.E's recommendations may therefore be negatived as it will create an awkward precedent and will have wide repercussions in other Circles.

4. The draft put up may issue if approved.

Id/- 19.9.49.

Id/-

Id/-
20-9-49.

Letter.

No. 9564/36-E(II). P.W.D.

B.C. 21st Sept.

1949.

To

The P.H.E. to Govt.

Subject. — Grant of increment over and above the maximum stariting pay to Mr. D.B.Modey.

Refce : Your letter No. N.S.D.— 33/9182, dated the 6-9-49.

2. Your recommendations for the grant of an increment over and above the maximum starting pay to Mr. D.B. Modey cannot, it is regretted, be accepted.

D.A.-Nil.

By order etc.

Id/-
19.9.49

Id/- 19.9.49.

Issued
26.9. Id/-

Id/- 20-9

No. 397/46/14982-B,

Political and Services Department,

Bombay Castle, 29th Aughst 1949.

Subject:— Mr. D.I. Upadhaya.
Refixation of pay of .....

MEMORANDUM.

The undersigned presents compliments to the Accountant General, Bombay, and in inviting his attention to this Department Memorandum No. 397/46/31830-B, dated the 26th Aughst 1948, on the above subject, is directed to state that Govern--ment has fixed the pay of Mr. D.I. Upadhaya, a surveyor in the Department of Parks and Gardens, Bombay, at Rs. 132/- per mensum in the revised scale of pay of Rs. 80-5-100-8-140 E.B. 10-270, with effect from the 14th December 1948.

By order of the Governor of
Bombay,
Id/-
For Chief Secretary to the Government
of Bombay, Political ans Severcise
Department.

Copy forwarded with compliments for informa--tion to :—

The Director of Parks and Gardens, Bombay, with reference to his letter No. 932 dated the 28th May 1949.

The Finance Department,

The Public Works Department,

2. The pay has been fixed with effect from the date of Government Resolution, Public Works Depart--ment, No. 9564/36, dated the 14th December 1948.

No. E-46-A/ of 1948.

Poona, 3rd December, 1948.

To

The Secretary to the Government of Bombay,
Agriculture and Rural Development Department,
B O M B A Y.

Sub:- Increments to Overseers on Temporary Establishment beyond the maximum starting pays fixed by Government.

Ref :- Government Resolution, Public Works Department, No. 6717 dated the 16th of Octover, 1946.

I have to report that the overseers listed in the appended statement were all appointed on Temporary Establishment in the Minor Irrigation Section, on the maximum starting pa ys allowed in accordance with the provision of the Government Resolution, Public Works Department, No. 6717 dated 16.10.1948.

2/- The pay of Rs. 130/- then allowed to them together with the T.A. pay of Rs. 10/- then in force, was refixed at Rs. 140/- P.M. under the Revision of Pay Scales (1948) in the grade of Rs. 80-5-100-8-140-E.B.-10-220-E.B.-10-270.

3/- These Overseers have since completed over an year's service in the Minor Irrigation Section but have not been allowed their earned annual increments in view of the restrictions laid down under Government Resolution cited above.

4/- The unsatisfactory position of recruitment of technical hands in the Minor Irrigation Section and the general dearth of qualified useful hands has already been reported by me under this .....

this office No. E.96/4247 dated 27-5-1948.

Under the circumstances, and in view of the fact that a-ll the overseers shown in the att-ached list have been recommended by their respective Executive Engineers I recommend that Government may kindly be moved to allow them to draw their earned annual increments on the due dates, beyond the maximum fixed by Government, as a special case.

Encl :—
1 Statement.

Id/-
30-12-49.

Director of Agricultural Engineering,
Bombay Province, Poona.

List of Overseers on Temporary Establishment in Minor Irrigation ... tion, recommended for increments beyond the maximum limits fixed by Government under Government Resolution, Public Works Department, No. 6717/36 of 16-10-48.

Sr. No.	Name.	Qualifications and previous experience outside the department.	Designation on appointment in the Minor Irrigation Section.	Date of appointment in the Minor Irrigation Section.	Start... in the ... scal...
	2	3	4	5	
	Mr. Mohan J. Vidhani.	D.C.E.(Karachi). Has 11 years service to his credit in State Municipality and Sind Public Works Department.	Overseer on Temporary Establishment.	25-11-47	... 130/- plus D.A. T.A.Pay
	Mr. Gangasing Kartarsing	Diploma of Hewett Engineering College Privious Service 19 years.	-do-	2-9-47	-do-
	r. T.M. Shah	Diploma of Indian Engineering College, Delhi. Previous Ser-vice 15 years.	-do-	29-7-47	-do-
	r. C.G.Gehani	D.C.E(Karachi) Previous Services 8½ years in the Sind Public Works Department.	-do-	24-9-47	-do-
	Nandasing Rattn	D.C.E. of Rasul Engg: College, Punjab. Previous Service 19 years in Railways, M.E.S. etc.	-do-	19-8-47	-do-
	Mr. A.B.Malgur	D.C.E(Poona) Previous Service nearly 10 years in P.W.D. and D.L.B. & private firms.	-do-	4-7-47	-do-

Id/-
Director of Agricultural Engineering,
B.P.,Poona.

Id/-

...t pay allowed ...ld	In the Revised Scale.	Date of next Increment	Remarks of the Exe Engineer: On work Carried out	Efficiency.	General	REMARKS
P.W. D/-	Rs. 140/-	25-11-48	Good	Good	He has good knowledge of Survey and Project work and is a useful man in the Department He is hardworking, intelligent and careful worker. He is quite up to the mark as far as could be expected of a man of his qualifications.	
	-do-	17-9-48	Fair	Fair	The crossing of Efficiency Bar is Recommended.	
	-do-	16-8-48	Fair	Fair	The crossing of Efficiency Bar is recommended.	
	-do-	24-9-48	See remarks under "General"		He is found to be intelligent, very hardworking and sincere in his work. His knowledge of Project work for irrigation is very good and he is found to be useful for survey and preparation of detailed plans and estimates of Lift Irrigation Schemes. He has got control over labour and is found to be useful in supervision of L.I. works. Consequently it is recommended that he permitted to cross Efficiency Bar.	
	-do-	19-8-48	Fair	Fair.	Sincere and Hardworking	
	-do	4-7-48	Fairly good.	Fairly good.	May be granted increment.	

The higher starting pay of Rs. 140 allowed to the overseers appointed on the temporary estt. of the M. I. Section is in accordance with the orders issued in G.R..P.W.D., No. 6717/36 (I) dated the 16th October, 1946. These orders have been further continued in G.R., P.W.D. No. 9664/36, dated the 14th Decr., 1948. Acc--ording to the orders in para. 3 of this G.R., the pay of the temporary or work charged overseers and surveyors who were given higher starting pay in the old scale has to be refixed in the revised scale has to be refixed in the revised scale of pay with effect from the 1-1-47 in accordance with the provisions of Rule 44(c) of the B.C.S.Rs. This the Dir. has aheady done. In para 2(ii) of the orders it has been directed that the subordinates should not be granted any increments beyond the limits of Rs. 200/- and Rs.132/- without the orders of Govt. Prsumably, this is the re--striction referred to by the Dir. for allowing further increments on the scale to these overseers. The overseers appoin--ted in the Directorate of Agrl. Eng. listed in the statement appended to the Director's letter, have all completed over an year's service in the M.I. Circle and the Dir. has recommended that they may be allowed to draw their increments in the grade on due date. There is already a dearth of qualified technicians and the position of recruitment of these personnel continues to be unsatisfactory .....

to be unsatisfaytory. In view of this and in view of the temporary nature of x xx the Minor Irrigation Circle, the Dir.'s recommendation may be accepted. Before any orders are issued, in consultation with the F.D., the P.W.D. may, first, be consulted as regards the practice follow-ed by that Deptt. in similar cases.

Sd/-
17.1.49.
18

x Id/- 18.1.49

u.o.r. to P.W.D. dated 19-1-49.

E.B.(II) P.W.D.

These papers may be returned to the A.and R.D.D. with an intimation that in accordance with th orders issued in para 2(ii) of G.R.,P.W.D. No. 9564/36, dt.the 14-12-48, the grant of increments to the subdtes. concerned beyond the limits specified therein requires the approval of Govt. Accordingly the grant of pay to a diplom a holder above the limit of Rs.132/- will have to be sanctioned with the approval of Govt. All the men named in Govt. The list at p ante are diploma holders.

Id/- 24.1.49.

Id/-

u.o. to A & R.D. D. dt. 25.1.49

No. E-45-A/ of 1949.

Poona/Camp Belgaum,

Dated 18/19th January 1949.

To

The Secretary to Government,

Agriculture and Rural Development Department,

Bombay.

Subject :— Increments to overseers on Temporary Establishment beyond the maximum starting pays fixed by Government.

Reference : Government in Agriculture and Rural Development Department, endorsement No. S-13/43122-A of 4th January 1949, forwarding copy of G.R., P.W.D., No. 9564/36 of 14th December 1948.

In view of the fresh Government orders referred to above, on the subject, I request that consideration of my proposals made under this office No. E-45-A dated 30th December 1948, may kindly be deferred for the time being to enable this office to review the present position of higher starting pays already allowed to overseers and surveyors on Temporary Establishment under this Directorate and which will now have to be refixed in accordance with para. 3 of the Government Resolution referred to above.

2/- I shall again revert to the subject as soon as the reports which have been called for from the various Sections, are to hand and have been scrutinized.

3/- The revised prescribed scale for overseers and surveyors in the Minor Irrigation Section as well as in the Public Works Department is Rs. 80-5-100-8-140-EB-10-200-EB-10-270 and not Rs. 80-5-100

-8-140-EB-10-270 as shown in the Government Resolution referred to above. This may kindly be confirmed.

Id/-

Director of Agricultural Engineering,

Bombay Province, Poona.

R.D.D,

~~A. & EX P.W.D.~~

Submitted with reference to this Deptt. office note, dated 18.1.1949. In view of the Dir's, letter ~~a~~above no further action needs be taken on the proposal contained in his letter No. E. 45-A, dt. 30-12-48. Any fresh proposals made in this connection subsequently will be dealt with separately.

2. As regards para 3 of the Dir's above letter the P.W.D. may see u.o. for such action as is deem ed necessary to ~~EXX concerned~~ amend G.R.P.W.D. No. 9564/36, dt. the 14.12.48. It may however be stated that the canect revised pay scale for overseers and surveyors is Rs. 80-5-100-8-140-EB-10-220. EB.-10-270 and not Rs. 80-5-100-8-140 E.B.-10-200-E.B.-10-270 as stated by the Der.

~~E~~ -Id/-
16-2-49.

A.S.

u.o.r. to P.W.D. dated the 21st Feb. 1949.

A & R.D.D. 1314
44569/12[illegible].

R.B.(II). P. W. D.

Seen and returned to the A & R.D.D. with an intimation that the view of ~~him~~ taken in para 2 of its note, dated the 16/17-2-49 is correct.

2. A copy of pp.7-9 is being kept with this Deptt. file No. 9564/36 for fruther action.

Id/-
24.2.49

Id/-
24.2.49

u.o to A & R.D.D. (After keeping ~~a~~ Copies of pp 7-9 ante)

A.& R.D.D.

Subd. with reference to the office note, dated 17.2.49. The pa pers may now be filed.

Id/-
5/7-3-49

Await the Dr. of A & R's revised proposals and copy of the P.W.D. orders with reference para 3 of the Dr's letter at p. 7 ~~ante~~. ante.

9564/36

I.B.(I) o.n. P.W.D.

This is one of the 126 cases-second batch-transfered by the A & F.D. to this Deptt. with G.L. A & F.D., no. 3432-F. dated the 5-9-49 as th e subject " minor Irrigation works " has been transfered to the P.W.D. As the subject matter of this case pertains to the E.B.(II), it is sent to that Bch. for further disposal.

Id/-
11-10-49

To,
E.B.(II).

9564/36
EB(II). P.W.D.

Necessary orders in connection with para 3 of the letter from the Dir. of Agtl. Engineering referred to by the Asstt. Secy., A. and R.D. in his note, dt. 7.3.49., have been issued in G.L. No. 9564-36-E(II)., dt. 14.3.49. No action, therefore, is necessary on these papers which may be recorded.

Id/-
13-10-49.

Id/-
15-10-49.